

# The Municipality

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August | 2020  
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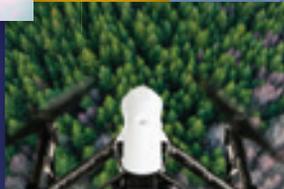
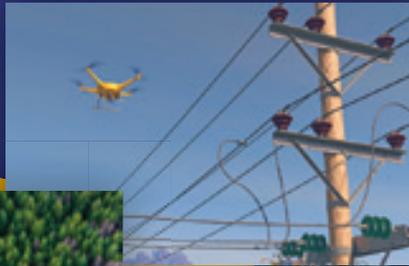
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# The Municipality

August | 2020

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“In just under two weeks, iconic State Street, in the heart of Downtown Madison, became an outdoor temporary public gallery containing monumental anti-racist artwork in response to these historic times. Artists created 70 commissioned murals conveying powerful messages, inspiring dialogue, and demanding change. The community response to their work was emotional and uplifting.” Read more about what happens next here:



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# Know Justice. Know Peace.

Cavalier Johnson, 2nd District Alderman, Common Council President, City of Milwaukee



These times are both difficult and familiar. Putting aside the economic impact and fallout that is being seen across our state and nation due to coronavirus (COVID-19), there are people marching up and down the streets from Milwaukee, to Madison, to Wausau, and dozens of Wisconsin communities both large and small. These peaceful protests have a simple cry that finally is being echoed by a multiracial coalition of citizens.

That cry is that Black Lives Matter. And they do. And that statement isn't political nor is it radical. And that statement, Black Lives Matter, also doesn't insinuate that the lives of people who are Latino, White, Asian, gay, straight, able-bodied or not, don't matter. Of course they do and in fact, every group that I mentioned is a part of the diverse coalition of citizens marching in the streets of America's cities in support of Black lives. Instead, the cry of Black Lives Matter is in recognition of the fact that Black people in America have never enjoyed the full benefits guaranteed to U.S. citizens in our founding documents. Since 1619, when the first cargo ships arrived on the shores of Virginia packed to the brim with Africans in chains destined for more than 240 years of chattel slavery, Black people have been under the heel of deep-seated racism that has been hardened in America's institutions.

As America progressed, and slavery in its most blatant and ominous form was outlawed by way of the American Civil War

and President Abraham Lincoln's Emancipation Proclamation, the institutions that fueled it adapted to that progress – the societal virus that racism is. The most notable example is the 13th amendment to the United States constitution which prohibits slavery except as punishment for a crime. Of course, that fueled the birth of the prison industrial complex locking African Americans up at alarming rates that continue to explode America's prisons to this very day. History has led to the actions being discussed today, from the reallocation of police resources to the disbandment of departments. After decades and indeed centuries of oppression and murder suffered by Black Americans at the hands of American law enforcement and other institutions – including that of George Floyd – it's beyond time that the relationship between communities and the police that serve them are reexamined.

In Milwaukee, which is Wisconsin's center for both population and diversity, we are having conversations around what a restructured police budget would look like if we instead invested those dollars on the front end of residents' lives to enable them to flourish. We're doing that while also recognizing that policing is a difficult, dangerous, and very necessary profession. We're having a conversation around policy reforms in policing too because a smaller department with the same institutional problems would only yield similar results. To that end, I've

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also been encouraging those same communities, far flung from Milwaukee and other metropolitan centers but standing for justice for all of our citizens, to rally for change in their local police departments too. If an African American travels from Milwaukee to or through Florence county (like I do every year) and encounters the same deep-seated, systemic issues as witnessed in America's largest police departments, have we really solved these issues? These efforts cannot be contained just to big city law enforcement agencies and instead, must be applied uniformly, too.

That's why I'm glad that the League of Wisconsin Municipalities is here to be the convener that we need to discuss these and other critical issues around our state. No one city can solve these issues on its own. We need everyone to collectively push harder, reach further, and run faster. Only by doing so together will we be able to turn the page on this chapter and create a society and a state where the cry of Black Lives Matter is heard, the immediate response isn't "All lives matter," "Sure, but," or anything of the sort. By working together, we can get to a point where the answer is simply, "Yes."

Know Justice. Know Peace.

Contact Chevy at Cavalier.Johnson2@milwaukee.gov



This is usually where you would find my opening commentary. But this summer we find ourselves once again in the midst of a painful national dialogue on race, racism, and equity. The League takes its role as convener of all municipal

discussions very seriously. In recognition of that role, we invited Milwaukee Common Council President Cavalier Johnson to offer his thoughts on what's going on around us.

-Jerry Deschane



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# We Must Listen Carefully to What Our Community is Saying

Reggie Jackson, Wisconsin Historian, Co-Owner and Lead Trainer, Nurturing Diversity Partners

*"He knows that he certainly does not want his children living this way. He can retreat from his uneasiness in only one direction: into a callousness which very shortly becomes second nature. He becomes more callous, the population becomes more hostile, the situation grows more tense, and the police force is increased. One day, to everyone's astonishment, someone drops a match in the powder keg and everything blows up. Before the dust has settled or the blood congealed, editorials, speeches, and civil-rights commissions are loud in the land, demanding to know what happened. What happened is that Negroes want to be treated like men."*

-James Baldwin, "Fifth Avenue Uptown," Esquire magazine, July 1960

As we continue to see unprecedented worldwide protests after the murder of George Floyd by police officers in Minneapolis, James Baldwin's words from 60 years ago speak volumes today. Many are struggling to understand the outpouring of emotions that some refer to as anger in the African American community around the country. I'd like to provide some historical context to give clarity to the situation we are struggling with.

First, we must understand that the protests are not exclusively about George Floyd's murder. There has been an accumulation of trauma suffered by our community at the hands of police over many years, decades, and centuries. We are, quite frankly, tired of this nonsense. The emotions on display range from anger to frustration, to disgust, to fear, to sadness as well as contempt for a nation that continues to treat us so horribly. We have not suddenly reached a breaking point; each day is a breaking point for us.

It's not just about police brutality. It's about a lifetime of racism, a lifetime of being treated as worthless human beings, generations being forced into segregated neighborhoods, constantly being discriminated against when trying to find a job, and centuries of having the majority population viciously attack and kill us with impunity with no repercussions. It's already way too much to process.

And then we see another unarmed black man killed by police just after seeing black jogger Ahmaud Arbery murdered by white men in Georgia, police shooting and killing 26-year-old EMT Breonna Taylor in her house after breaking down her door with a no-knock warrant looking for a man who is already in police custody and another white woman calling 911 on a black man, falsely claiming that he is threatening her.

Trauma is much worse when it is repeated. To walk into a world that tells you something is wrong with you every day of your life is debilitating even when you are otherwise doing well. Even when you are not the victim of the trauma in a direct way, you suffer indirect trauma. I couldn't force myself to watch the video of George Floyd's last moments because I see myself vicariously in the video of his murder. I could have been George.

## Police Brutality Is Our Lived Experience

What we are dealing with now is directly connected to the past and the present. It has been a long trail of mistreatment and devaluation of our lives that has led to the emotional outbursts you've seen on television. It is the manifestation of the pain we suffer in isolation that too many whites can't believe or fathom. Whites are just now beginning to see what we see as police across the country brutalize peaceful protesters and media members while the tape is rolling with the support of our local, state, and national leaders.

Police brutality has been our lived experience since slave patrols turned into police departments. Black people have been dealing with police brutality in Milwaukee for decades. We recall the murder of Daniel Bell by police in 1958, the death of Earnest Lacy in the back of a police wagon in 1981, the brutal beating of Frank Jude by off-duty police officers in 2004, the death of Derrick Williams struggling to breathe in a hot police car in 2011, the killing of Dontre Hamilton whose only transgression was sleeping on a park bench in 2014. These things add up to constant distrust and anger at the police department in our city.

Don't get this confused with someone saying "all cops are bad" as some try to assert. When I hear people make the claim that

these protests say that, it is because of selective hearing. *You are hearing what you say and not what we are saying.* Even though most cops are not committing acts of brutality, far too many of them are.

Those who try to claim we are exaggerating only need to take a close look at how police are reacting to peaceful protesters across the country. Once again, I'm not talking about those who are setting a police station on fire and throwing Molotov cocktails and shooting at police. I'm talking about the vast majority of men, women, and children peacefully expressing themselves, as is supposedly their right according to the Constitution. They face police brutality while protesting police brutality.

In 2009, the late Dennis Green, then coach of the Arizona Cardinals, had just lost a game to the Chicago Bears that he thought they should have won. He famously ranted at the press conference after the game, "They are what we thought they were." We are seeing this truth about police right now. They are providing the fodder for continuing protests by tear-gassing innocent people, beating reporters, shooting rubber bullets into the faces of civilians, and driving police cars into crowds of protesters, just to name a few things I've seen.

There have been negative actions like looting and setting fires by some after peaceful protests have ended. These are simply opportunists. People will always take advantage of these situations but they are not "burning down" their own community, as people like to say. They are burning symbols of the white community that has oppressed them for so long. People from outside of the community own most of the businesses that are being damaged. Unfortunately, some businesses owned by members of the community are caught in this cycle as well.

### Language of the Unheard

When people live in oppressive societies there is a tendency to carry around a lot of pent-up emotions toward those oppressing them. We can see how those emotions are being dealt with if we listen to the peaceful protesters instead of focusing on the looters. The messages are crystal clear. We want change. We are tired of being treated like our lives are inconsequential. We in Milwaukee are tired of seeing the billions of dollars being spent on downtown and Third Ward while very little of significance is being done in our communities.

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Dr. Martin Luther King Jr. told us in 1968 that “riots are the language of the unheard.” The same things we called for in the 1960s are what we’re calling for now. We need to keep demanding justice because we are not seeing justice. People seem more concerned with protecting property than the lives of the marginalized in Milwaukee and other cities around the country. No one seems to care that more than 70,000 homes, many of them in the black community, have lead water laterals or that lead paint abatement by landlords rarely happens and our children are being poisoned each day. No one seems to be concerned that more than 90,000 manufacturing jobs disappeared – leaving the central city devoid of the high-quality jobs that brought black people to Milwaukee from the 1940s through the early 1970s.

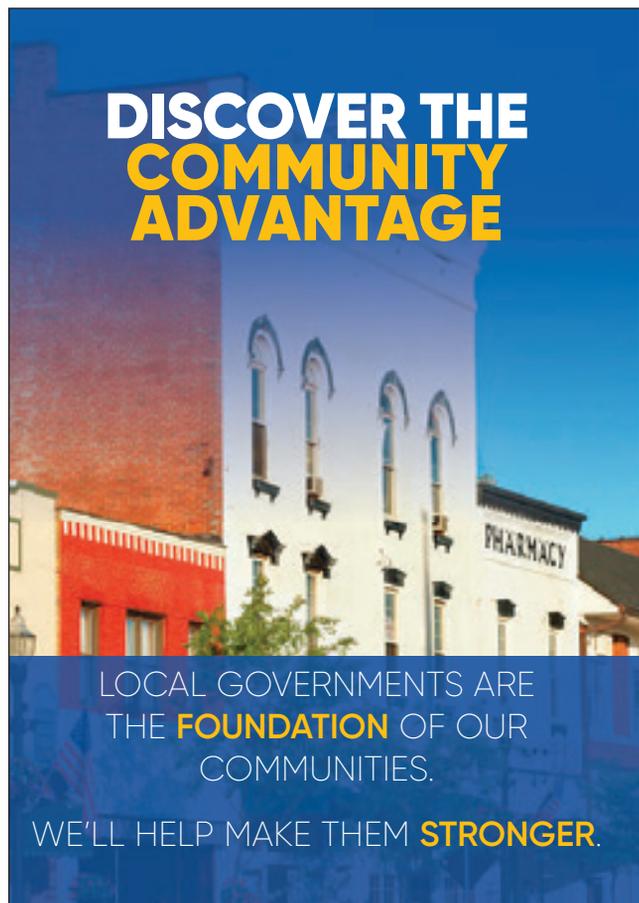
The median family income for blacks in Milwaukee in 1970 when we had access to high-paying jobs was the equivalent of \$50,000 in today’s money. Now it is about half that. Our median family income was the seventh-highest for blacks in the country. Our poverty rate was one of the lowest in the country for blacks in 1970, but today it is among the highest. Our schools that were well funded when we had family

supporting jobs are now desperate for proper funding because property tax revenues are so low and our state leaders have decimated K-12 education by slashing funding.

More than 60 predatory subprime lenders converged on Milwaukee’s black community during the housing crisis. They convinced many to take out second mortgages and thousands of people lost their homes as a result. Associated Bank, Wells Fargo, and Countrywide Financial were each sued by the federal government for discriminating against black and Hispanic borrowers. Associated Bank settled by paying \$200 million in 2015, Wells Fargo paid \$175 million in 2012, and Countrywide Financial paid \$335 million in 2011 to settle “redlining” suits brought by the Department of Housing and Urban Development. American Family Insurance refused to insure blacks in certain parts of the city for years.

The emotions you are witnessing are a result of all of these experiences. Don’t assume you know what this is about unless you listen to what our community is saying. We said the same things in 1965 in Watts, in Milwaukee, Detroit, and Newark in 1967, across the nation in 1968 after Dr. King was murdered, in 1992 in Los Angeles after cops were acquitted

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after unmercifully beating Rodney King, and in Ferguson in 2014 after an unarmed Michael Brown was shot and killed by a police officer who faced no charges.

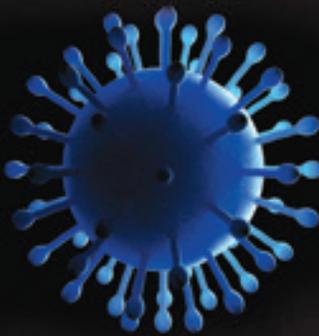
The messages are the same and, unfortunately, the responses have been the same. Instead of admitting that something is wrong with the way we police, our leaders have unleashed the police to beat us into submission. This will not work. Open your ears and your hearts may follow.

*Editor's Note:* This column was published in the *Milwaukee Journal Sentinel* Ideas Lab on June 4, 2020.

### About the Author:

Reggie Jackson is a Wisconsin historian, and Co-Owner and Lead Trainer for Nurturing Diversity Partners. For more information, see the Nurturing Diversity website here: <http://nurturingdiversity.us/>

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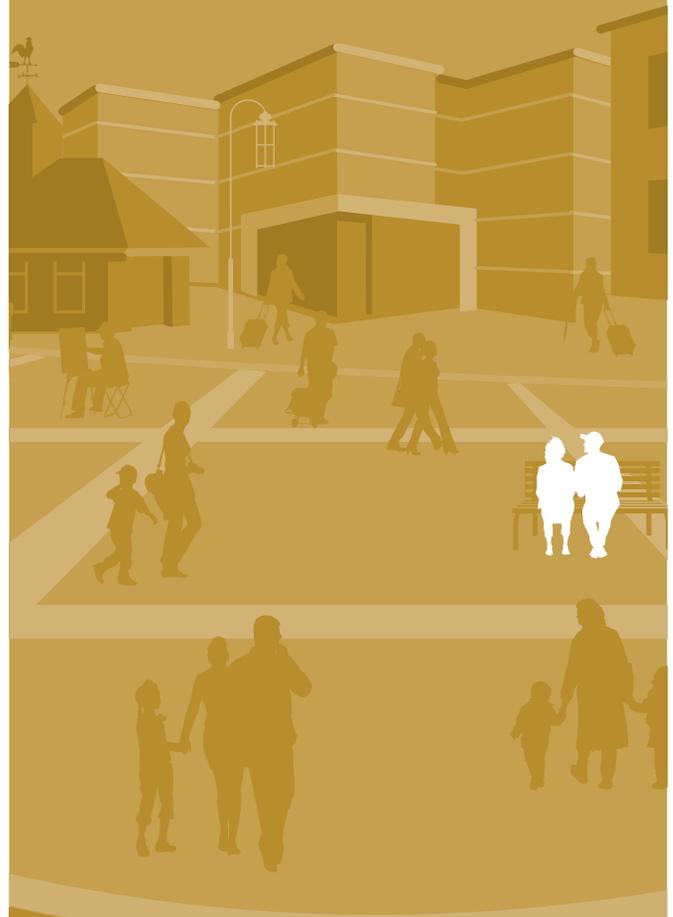
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# I Am White and Privileged. Now What?

Eric Giordano, Executive Director, Wisconsin Institute for Public Policy and Service



I write to you as a white man from a middle-class background to acknowledge that I have benefited from living in a society that provides me advantages over people of color. I am not speaking theoretically or abstractly – I am a witness as well as a beneficiary.

When my white mother married a Black man with three kids of his own, we became a sort of mixed-race Brady Bunch. Although they attempted to shelter us from rampant racism in Virginia during the 1960s and 1970s, my parents couldn't protect us at school where my brothers were frequently called the N-word, and we were exposed to race-related schoolyard fights.

Although we faced constant reminders of the lingering legacy of racism, we lived a relatively privileged life. Thanks to supportive parents, a good education, and adequate resources, we believed that if we invested our time in hard work, success would follow. Indeed, all of us attended college, which launched us into various professional career tracks. As a result, I grew up believing we were a normal middle-class family living the American dream.

I was wrong.

As we reached adulthood our life experiences began to diverge. My brothers were relentlessly stopped and questioned by law enforcement – we estimate about 10 times more often than I experienced. Throughout their adult lives they were randomly yelled at, spit at, and called “N\*gger” among other racist acts. They also faced barriers to advancement in their careers. In the most blatant case, my brother Shawn became the top sales executive at his company when a co-worker noticed his picture was missing from the company website. Eventually, he learned that the company CEO had quietly ordered his picture scrubbed and then refused to pay an owed contractual bonus. Other Black employees were systematically erased from the website and fired. Only a threatened lawsuit forced the company to make good on what they owed.

I share these family anecdotes to give face to the reality of structural or systemic racism on the one hand and white privilege on the other. While I grew up in the same home with

the same values and general beliefs as my brothers, I was never denied work opportunities or benefits; stopped by police for no apparent reason; or verbally or physically assaulted due to my skin color. As an older white man, now fully aware of this reality, I often ask myself, what can I do?

## What Can White Leaders Do?

A recent *Time* magazine article by author and social justice activist Savala Trepczynki proclaimed the following title: “Black and Brown People Have Been Protesting for Centuries. It’s White People Who Are Responsible for What Happens Next.” This begs the question: What can white civic leaders do to help eradicate the sickness of racism from our communities? Rather than imagine our role as righting the wrongs of society, I encourage white civic leaders to take responsibility to do what we can do and stop obsessing about what is beyond our control. It is time for us to step up and start acting. Although I don’t presume to speak for all white people, I offer some suggestions based on my own experience.

## Expand Our Understanding

It is incumbent upon white civic leaders to gain a basic grounding in the history of systemic racism in the United States. Our understanding of the Black experience in post-Reconstruction America is particularly deficient. Apparently, many are unable to recognize language, imagery, ideology, and policies designed to sustain white power and oppress Blacks. We particularly gloss over how these tools of racism were intentionally transformed in the 1950s and 1960s into language and policies co-opted by the majority white population and the institutions they controlled. Lee Atwater, political strategist for Ronald Reagan and Senator Strom Thurmond summed up this transformation plainly and terribly in an infamous 1981 interview (which he didn’t realize was being recorded):

*You start out in 1954 by saying, “N\*gger, n\*gger, n\*gger.” By 1968 you can’t say “n\*gger” – that hurts you, backfires. So you say stuff like, uh, forced busing, states’ rights, and all that stuff, and you’re getting so abstract. Now, you’re talking about cutting taxes, and all these things you’re talking about are totally economic things*

*and a byproduct of them is, Blacks get hurt worse than whites....  
“We want to cut this,” is much more abstract than even the busing thing, uh, and a hell of a lot more abstract than “N\*gger, n\*gger.”*

The good news is that with even a little education and historical context – and perhaps a conversation or two with Black friends – most of us can learn to recognize and trace the threads of structural racism from past to present.

### Acknowledge Personal Bias

In 2004, the mayor of Wausau sounded an alarm about a “subculture that has invaded” the community with an influx of drugs. She spoke of the need to “get out the goons” and stop them from “breeding” with vulnerable women. Protests erupted outside city hall as many interpreted her comments as thinly veiled racism. She seemed unaware that her characterization of local Black men paralleled language and imagery used historically to justify white supremacy and Black oppression.

Fast forward to late 2019 when the former mayor was appointed to fill a vacated city council seat. Angry residents called on her to step down and apologize for her inflammatory remarks. Although defensive and unrepentant at first, to her credit, she reached out and met with her critics. In a subsequent press conference, she sincerely apologized for her comments and attitude. She said her eyes had been opened after reading literature, watching documentaries, and talking to Black community members about the history of racial struggles in America. “I’m hearing now how people are not treated well in this community,” the former mayor said. “And I want to admit to my ignorance and naivete about that.” Her awakening provides hope that all of us can emerge from the slumber of naivete, ignorance, and personal bias.

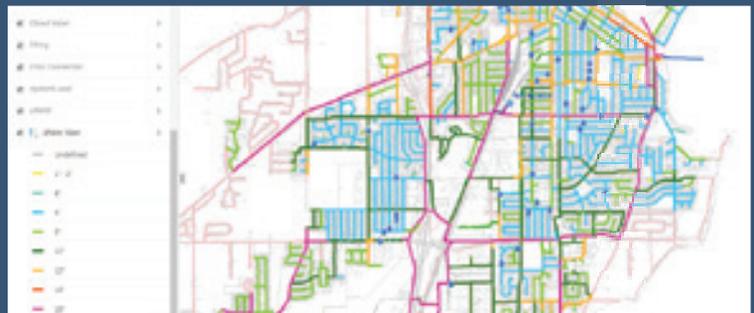
Acknowledging personal bias is not equivalent to *being* a racist. Nor does it signal that we are abnormally flawed or weak. Brain science reveals that everyone has biases, including unconscious biases grooved into our neural networks over time. Still, while we may not see ourselves as racists, it is important to acknowledge that our biases make us capable

of engaging in discriminatory language and actions that affect others. Being open to the idea that we have biases and prejudices is an important step on the pathway to being more mindful about our words and actions.

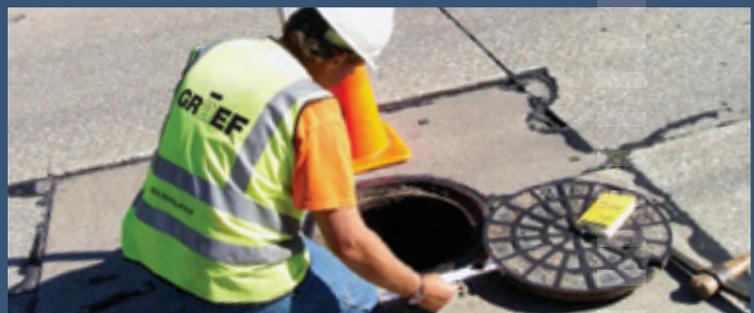
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## Break Some Eggs

White people – even those who are awake to the systemic inequalities faced by people of color – are often saddled with guilt, which can be maddeningly paralyzing. We walk on eggshells as we try to navigate what it means to be an “ally.” We are slowly (painfully slowly) learning to stop controlling agendas; stop assuming a privilege of consent for Black people to have power; stop believing that one person of color speaks for the whole; stop imagining we are inclusive because we invited a token Black or Brown person to the table; stop ignoring lived experience; stop thinking we understand the Black experience because we know a Black person; and so on. Despite our best efforts, racism continues to divide us, puts us on edge, sucks out our confidence, and favors caution.

It is time for white leaders to break some eggs or, put another way, to take some risks and act intentionally to bring about change. For me, this has meant a process of personal transformation that includes the following: regular personal inventory around issues of diversity, equity, and inclusion; knowing and telling my story; listening and affirming others’ stories; tailoring actions to my strengths; apologizing and making amends for mistakes; initiating courageous conversations; and being resilient and persistent.

In order to be an ally and a change agent, we must first learn who we are and what we stand for. We need to inventory our strengths and weaknesses, including personal biases. Part of understanding who we are is knowing and telling our story. Knowing where we are on our journey to end racial injustice – even if we are not quite where we want to be – gives us confidence to continue. We must also resist the trap that our story and lived experiences don’t matter. In the end, we don’t need an incredible conversion story, we just need to be converted.

As people hear our stories, it is important for us to make space to listen to others’ stories. Sharing stories is the basic building block of meaningful relationships. It signals openness and shared vulnerability, both critical precursors to trust. There is a reason why the phrase, “I see you” has become such a powerfully transformative phrase in literature and film. People generally are open to new relationships when they feel that others are taking the time to see them for who they are.

We can make the biggest impact by tailoring our actions to our strengths. If we are good at relationships, we can help build relationships and get people to the table. If we are good facilitators, we can offer our services. If we have resources, we can dedicate resources to addressing the issue. If we have connections to people and positions of power, we can be a catalyst for connecting others who do not.

It is important to learn how to overcome and make restitution for our mistakes. There is a counterproductive narrative among public leaders that to admit a mistake is to open a door for others to exploit. Especially around issues of racial justice, the opposite is true. Not owning up to mistakes signals disrespect and a lack of seriousness. Although regaining trust after a mistake can be difficult, it is essential to move the work forward. Sincere apologies and equally sincere attempts at reparations matter.

We need to initiate courageous conversations around issues of diversity, equity, and inclusion with people of all backgrounds. One way to start such a conversation is to share our perspective and invite others to share theirs. I like to keep some open-ended questions in my back pocket: Do you think systemic racism exists in our community? What is one concrete change that you would like to see to improve racial equity?

Finally, addressing a wicked problem like systemic racism is hard work and can be highly frustrating – even traumatic. It’s OK to get upset and feel disappointed, but we need to commit to the long game. Civic leaders need to exhibit resilience and persistence.

Having grown up in a mixed-race family, you might imagine that talking about these issues and making efforts to be a transformative ally, comes more naturally to me. It does not. One of the symptoms of racism to which we are all susceptible is skepticism that we can talk together, walk together, and act together. Who am I but just another middle-aged, privileged white man? That much is true, but I am also a man who has decided that I will not let the world dictate the terms of what I think and do. This is precisely what people of color have been struggling to do for generations in America. Let’s join our brothers and sisters.

### About the Author:

Eric Giordano is the Executive Director of the Wisconsin Institute for Public Policy and Service (WIPPS) and an Associate Professor of Political Science at UW-Stevens Point. Founded in 2007, WIPPS is a unit of the University of Wisconsin System with a mission to address local, state, and national issues by linking public research and scholarship, civic outreach, and student service to enhance community life throughout Wisconsin. WIPPS Research Partners carries out independent quantitative and qualitative research and designs and facilitates conflict management processes for governments, businesses, and communities. Contact Eric at [egiordano@uwsa.edu](mailto:egiordano@uwsa.edu)



## As an Individual and as the Mayor

Shawn N. Reilly, Mayor, Waukesha



*Photo used with permission.*

To those who exercised their First Amendment right to protest and to peacefully assemble in Waukesha today, I want to thank you. I thank you for never wavering on your message and I thank you for working with our police officers so that the protest was safe and peaceful.

I understand that you want to be heard. That you are demanding change. That you are angry because of a lifetime (and more) of inequality and injustice. I, along with most people who witnessed the death of George Floyd felt my soul ache with sorrow.

I do not condone police brutality. The Waukesha Police Department does not condone police brutality.

Hopefully each of you who marched today recognized that Waukesha is much more diverse than commonly perceived. I know that many of those marching today were young adults who attended Waukesha schools. These young adults know that more than 1/3 of the students in our schools are minorities. These students, and their parents, know that Waukesha continues to be more diverse year by year.

As an individual and as the mayor of Waukesha, I acknowledge that there is race profiling throughout the United States, that police brutality exists, that there is inequality for minorities, and that George Floyd should be alive today.

As an individual, and as the mayor of Waukesha, I recognize that there are inherent privileges for those who look like me. I recognize that by being white, I cannot fully understand the discrimination that people of color must endure daily. I recognize that change needs to happen.

It is my hope that we, as a country, move forward so that we recognize each individual not for the color of their skin but for their inherent worth and for their contributions to the community. It is my hope that the profiling of minorities ends. It is my hope that we all can figure out a better way to obtain swift justice and equality for all. It is my hope that we heal as a nation. I recognize that this type of healing is not easy, but I hope the healing will be without violence, without property damage, and without bloodshed.

As a city, we remain committed to supporting a well-trained police department that operates with the highest levels of integrity, service, and courage, always. The police department is, and will continue, to work to build strong relationships with all members of our community. I am very proud of the Waukesha Police Department today. Every officer was present in every sense of the word. They did their job to keep everyone safe from harm and they made sure that the peaceful protest was able to cover much of the city over most of the afternoon.

I am so grateful that today's protest in Waukesha was peaceful. I thank the organizers of the protest and those who marched today. I hope that today's protest can serve as a model going forward. We all deserve the right for our voices to be heard, and those who wanted to were able to do so.

As mayor, along with our police officers and all other city employees, we remain dedicated to serving the needs of all our community.

Sincerely, Shawn N. Reilly

Contact Shawn at [sreilly@waukesha-wi.gov](mailto:sreilly@waukesha-wi.gov)

*Editor's Note:* Waukesha Mayor Reilly released this statement on June 1 in response to a Black Lives Matter demonstration. Approximately 300 protestors walked through Waukesha for five hours and, as Mayor Reilly said, "The Waukesha PD did a phenomenal job."



"SUN PRAIRIE IS COMMITTED TO ADVANCING EQUITY, HONORING OUR DIVERSE IDENTITIES, AND CREATING AN INCLUSIVE CULTURE. THESE SERVE AS OUR GUIDING PRINCIPLES IN ALL THAT WE DO. WE ARE COMMITTED TO THIS MISSION, AND WE WILL CONTINUE TO LIVE THIS COMMITMENT THROUGHOUT OUR COMMUNITY, AS YOU LIVE, WORK, AND PLAY."

Sun Prairie's Plan to Restore

# THE RIGHT TO BREATHE

Our commitment to our residents' health and safety is unwavering. Whether threat comes from plague brought on by nature, or by the nature of a society plagued by racism. That commitment feels lapsed for our black and brown residents, so it must be with rigor that we live that commitment here in our community.

**LEARN WHAT WE'RE DOING TO LIVE THAT COMMITMENT**

Stay up to date on Sun Prairie's civic and safety commitments to you at <https://cityofsunprairie.com/civicsunprairie>



**JEFF ROBBINS**  
*Media Center Director*

Filed and edited the Story of a Thriving Sun Prairie

"Bringing varied voices into the narrative tells a more accurate story of our history and better honors the potential for our shared future. It's journalism that's what I'm all about!"



**REUBEN SANON**  
*Communications & Diversity Strategist*

Brought together committee to create the Guiding Principles for a Thriving Sun Prairie

"By defining success as serving our most marginalized we can lift all boats and ensure that Sun Prairie is poised for a thriving future!"



**SANDY XIONG**  
*Strategic Planning and Engagement Manager*

Sandy spearheaded the first ever city wide Multicultural Fair to a large and welcomed reception.

"Bringing everyone together is what the people of Sun Prairie want and it's what we do. That's our goal every day!"



**BRIAN GOFF**  
*EMS Chief*

Reduced bias in hiring process. "We need to give someone an opportunity to judge if they would serve well on the team. Now we eliminate implicit bias, and expand the committee beyond our team for better rounded effort and more inclusive team"



**DONASIA RASHEED**  
*HR Specialist*

Donasia led the charge in the city's internal wellness initiatives

"More than focusing on becoming an expert in wellness I made sure to make our offerings inclusive. Only through inclusive can you serve everyone!"

## League of Wisconsin Municipalities Toolkit for Implementing Municipal Safer at Home Restrictions

When the Wisconsin Supreme Court struck down DHS's Emergency Order 28, Safer at Home, as invalid and unenforceable on May 13, local governments were presented with the question of whether to adopt and enforce local safer at home restrictions to quell the spread of COVID-19 within their communities and to ensure local health facilities have adequate capacity for dealing with COVID patients.

Municipalities without a health department must abide by any safer at home restrictions imposed by the county health officer. If the county health officer has not issued a county safer at home order, municipal policymakers have the discretion to issue safer at home

orders to prevent or minimize the spread of COVID-19 within their communities, pursuant to their emergency powers under Ch. 323.

While most communities as of early summer 2020 have decided not to enact local safer at home orders, the League has prepared this Local Safer at Home Toolkit in case circumstances change in the future and local policymakers become interested in adopting safer at home orders to address a surge in COVID-19 cases within their community. The Toolkit explains municipal authority to adopt and implement safer at home restrictions, includes sample local safer at home orders, and provides links to county level COVID-19 data and metrics to support local safer at home orders.

<https://lwm-info.org/1591/Emergency-Orders-Plans---Local>



# Creating a Culture of Equitable Policing

Eric M. Atkinson, Police Chief, Menomonie, Wisconsin

Throughout the history of the United States, police were responsible for enforcing various laws. Most laws were righteous and were enacted in the spirit of helping citizens. Unfortunately, some laws were either created unfairly or were categorically oppressive. Sadly, marginalized populations, such as African Americans, were on the receiving end of those laws. Our nation's difficulty in reconciling oppressive transgressions resulted in deep divides between marginalized populations and the men and women who enforce the law. Recently, the divide was further exacerbated by the death of George Floyd at the hands of several officers from the Minneapolis Police Department. This act, and other recent deaths at the hands of police, have led some people to call for sweeping police reforms ranging from delivery of basic services to outright abolishment of police organizations.

Now more than ever, it is important for mayors, alderpersons, managers, administrators, and police chiefs to work toward creating a culture of equitable policing in organizations. This article will help provide a basic roadmap to generate a culture of equitable policing in your community.

## Creating Equity through Policy

The first step toward creating equity in policing is to work with your police chief to create policies that reflect community values. The best and most basic paradigm to promote a culture of equitable policing is the procedural justice model. There are four basic principles of procedural justice:

1. Treat people with dignity and respect.
2. Give everyone a voice during encounters.
3. Be neutral and transparent in decision making.
4. Convey trustworthy motives.

These principles must be embedded within policy to establish the foundation of equitable policing. Procedural justice must be taught upon hire, during initial training, and reinforced throughout the officers' careers.

To assist public officials and police chiefs in establishing procedural justice policies and procedures, several organizations

have published exceptional resources. *The Final Report of the President's Task Force on 21st Century Policing* provides a broad overview of policing strategies to achieve procedural justice. The Police Executive Research Forum's (PERF) *Guiding Principles on Use of Force* also provides an excellent framework to develop use of force policies and training considerations for de-escalation tactics.

For comprehensive policy building, the International Association of Chiefs of Police (IACP) have published recommended policies on a wide breadth of topics. The Wisconsin Law Enforcement Accreditation Group and Lexipol LLC are also excellent resources for developing policies.

## Strategies for Equitable Policing

Since you've established policies that promote procedural justice, now your focus must be directed toward working with your police chiefs to develop strategies that encourage equitable policing. The three core stratagems to concentrate on are: community-oriented policing, problem-oriented policing, and evidence-based practices.

### Community-Oriented Policing Strategy

The idea of community-oriented policing has been around for several decades. Unfortunately, people often confuse community policing with community relations. Community relations is built around promoting an image the community may desire. True community policing is a crime reduction strategy that requires partnerships with the community. Dr. Robert Friedman defined community policing as "a policy and a strategy aimed at achieving more effective and efficient crime control, reduced fear of crime, improved quality of life, improved police service and police legitimacy, through a proactive reliance on community resources that seeks to change crime-causing conditions. It assumes a need for greater accountability of police, greater public share in decision-making, and greater concern for civil rights and liberties" (Friedman, 1992).

Elected officials and police chiefs need to implement community policing strategies that bring the public

together with the officers to identify problems causing crime and social disorder. Through this collaborative partnership trust will be developed and foster a greater understanding of acceptable policing practices. Some examples of award-winning community policing strategies that created positive outcomes can be found on the IACP website, [www.theiacp.org/community-policing-award](http://www.theiacp.org/community-policing-award). The community policing committee of the IACP may also be contacted at [committees@theiacp.org](mailto:committees@theiacp.org) to help provide direction on viable community policing strategies.

Another exceptional resource for community policing is the U.S. Dept. of Justice's Office of Community Oriented Policing Services ([www.cops.usdoj.gov](http://www.cops.usdoj.gov)). The COPS office provides free publications that offer step-by-step strategies that can reduce crime, build trust, and improve emotional resilience. They can also provide technical assistance to departments and grant funding to launch various programs.

### Problem-Oriented Policing Strategy

In addition to community policing strategies, departments should implement problem-oriented policing (POP)

methods to reduce crime. POP "is an analytic method used by police to develop strategies that prevent and reduce crime" ([crimesolutions.gov](http://crimesolutions.gov), 2020). POP strategies require the study of the underlying causes of crime and disorder. Once the cause of the problem is determined, police will utilize various methods to minimize or abate the criminal activity.

The most prominent resource for problem-oriented policing is the Center for Problem Oriented Policing (POP) located at Arizona State University. Their website, [www.popcenter.asu.edu](http://www.popcenter.asu.edu), contains a wealth of information on various POP program topics ranging from animal-related issues to violence. The topics are easy to locate, and the solutions are provided to the user at no cost.

POP often focuses on approaches that include education, environmental security, and partnerships focused on problem solving. Police departments that utilize POP strategies will learn they can improve the quality of life in their communities and develop productive collaborative relationships with the citizens they serve. The culmination of this is the creation of relationships built on mutual trust and respect.

► p.16

**OCTOBER 8, 2020 - ONLINE**

## **The Wisconsin Alcohol Policy Seminar**

*Two general sessions & 12 workshops on how to prevent and reduce the alcohol-related disorder*

**Local elected officials, Law Enforcement, public health professionals and community coalitions will learn about:**

- Alcohol age compliance checks
- Outlet mapping to identify clusters or over-concentrations
- Determining retailer compliance in Click & Collect alcohol sales
- Pop-up Beer Gardens
- Compiling & Using Place of Last Drink Data

**Registration is just \$75, opens August 15**

<https://www.uwsp.edu/conted/Pages/Wisconsin-Alcohol-Policy-Seminar.aspx>



## Evidence-Based Practices

Both community and problem oriented policing strategies work toward ensuring procedural justice and establishing an equitable policing culture. The final component needed to achieve positive police/community outcomes is the implementation of evidence-based practices.

Evidence-based practices (EBP) is defined by the National Institute of Corrections as “the objective, balanced, and responsible use of current research and the best available data to guide policy and practice decisions, such that outcomes for consumers are improved” (National Institute of Corrections, 2020).

The past several decades brought about policing strategies that were effective at reducing crime. Some of those strategies include *broken windows* and *zero-tolerance policing*. However, these strategies had detrimental consequences. They consequently led to over-policing and mass incarceration in marginalized communities. By using EBP practices departments can maximize equitable outcomes while minimizing potential harm to the populace.

Public officials and police chiefs should take great care to implement programs that are evidence based and don't intentionally or unintentionally target marginalized populations. Both CrimeSolutions.Gov ([www.crimesolutions.gov](http://www.crimesolutions.gov)) and the PEW Results First Clearinghouse Database ([www.pewtrusts.org](http://www.pewtrusts.org)) provide access to various programs and rate the level of evidence that supports the programs' efficacy.

## Considerations

As communities consider various police reform strategies it is hard to ignore the calls for defunding the police and reallocating resources elsewhere (social services, etc.). Social service professionals are excellent at providing services to persons with mental and substance use disorders, homelessness, and other welfare type issues. However, it is difficult at best to exclude law enforcement from assisting in those circumstances. Police become involved in social service type incidents due to statutory requirements or because the afflicted persons were involved in the commission of a crime.

Communities should look at investing resources in social service programs, but not at the expense or exclusion of law enforcement services. Excluding law enforcement from having the opportunity to positively impact persons in need will only further the prevention of building trusting relationships. Communities with police departments that have actively

partnered with social services and counselors have experienced great success. Their success can be measured in greater satisfaction, reduced crime, reduced overdoses/addiction, etc.

Fortunately, some great organizations were established to help communities and their police work collaboratively to ensure equitable outcomes. These organizations include but are not limited to the Police Treatment and Community Collaborative ([www.ptacollaborative.org](http://www.ptacollaborative.org)), Police Assisted Addiction and Recovery Initiative ([www.paariusa.org](http://www.paariusa.org)), Crisis Intervention Teams International ([www.citinternational.org](http://www.citinternational.org)), Treatment Alternatives for Safe Communities ([www.tasc.org](http://www.tasc.org)), and the Center for Policing Equity ([www.policingequity.org](http://www.policingequity.org)).

All these organizations are built upon the procedural justice paradigm and focus on the strategies identified in this article. The solutions to reform and develop an equitable policing culture are out there. Now is the time to involve our communities, elected officials, and police in a collaborative approach that benefits everyone.

## About the Author:

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Eric Atkinson is the police chief for the City of Menomonie. He has served on both local and international committees to help develop best practices for community policing and evidence-based initiatives. Chief Atkinson has also served as a lecturer for both UW-River Falls and UW-Stout. Chief Atkinson has also presented at local and national conferences, including the League's Chief Executives Workshop, to promote community policing and leading organizational change. Contact Eric at [atkinsone@menomonie-wi.gov](mailto:atkinsone@menomonie-wi.gov)

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# I Called 9-1-1 and No One Came

Marc Cohen, Executive Director, Wisconsin EMS Association

The night of June 2, 2017, was perfect for a ball game in central Wisconsin. Even though Zach had been feeling pretty lousy, he really wanted to get out on the field. Zach, then 48, was playing second base and he remembers helping his teammates make a double play. He turned to walk back to his position, went limp and fell straight to the ground. Zach had gone into cardiac arrest, which is often fatal if the victim does not get help quickly.

There was no hospital in his community. In fact, when someone calls 911, there was not even a law that required anyone in his village to answer the phone. Like most rural communities in Wisconsin and across the country, the village's ambulance runs on volunteerism alone.

And those ambulance services are closing in record numbers, putting around 80 million Americans at risk of being stranded in a medical emergency. Because so many EMS agencies are struggling financially, a few states are stepping in with funding – but not Wisconsin.

Unfortunately, unlike fire, law enforcement and trash collection, EMS is not considered an essential service in Wisconsin: a community is not required to provide EMS, much less fund it. Organizing and providing emergency medical care is left to the people living in their community, which in this case, has a population of 1,204. Critical emergency medical care in Wisconsin receives 80% of its funding from pancake breakfasts, spaghetti suppers, and brat fries.

At the game that night there was one person who worked with the local ambulance service. Another player had a CPR kit in his car and a third emergency worker happened to be out on her evening walk by the park. The softball team turned makeshift emergency department got Zach to the hospital in the next largest community 60 miles away and saved his life that night. "If there had been no ambulance, and people wouldn't have acted the way they did," Zach said, "I wouldn't be alive."

Like most rural villages in Wisconsin, Zach's community relies almost exclusively on volunteers, making it difficult to keep its EMS going. "We struggle getting enough staff to cover every shift, 24 hours a day, seven days a week," Tom, the Service Director of the ambulance service, said. Tom also owns the town gas station. Working full time and donating any extra time to the community is just what people in rural Wisconsin do.

## Another Example

Three hours to the northeast, the EMS situation in a village with a population of 512 is so dire that it is at risk of shutting down. "We are literally one person away from closing," said Mary, a volunteer paramedic with the ambulance service. There are 12 EMS personnel, and they each take 12-hour shifts. Two people must be on call at the same time: usually one to drive the ambulance and another to administer more advanced medical care. All 12 donate their time, without compensation of any kind. That means they must also work a full-time job to support their families.

"We've been relying on volunteers to be the backbone in EMS for too long, and that needs to change," Mary said. "Could you imagine being a volunteer doctor?" Still, Mary, a third-generation paramedic, cannot imagine any other way of life. "It was ingrained in me at a very young age," she said. "It's a strong sense of community and of being willing to help other people. You take a little bit of time out of your day to help somebody else who is having the worst day of their lives."

The situations in those examples are not isolated; they come at a time when demand for health care in rural America far exceeds the people necessary to provide that care. According to the U.S. Census Bureau, in 1900, 60% of the population was considered "rural." By 2010, that percentage had fallen to 19.3%. (The Census Bureau defines a rural community as one with a population of less than 2,500.) However, more than 95% of land in the U.S. is rural.

Younger, healthier members of the community often leave small communities for urban areas, leaving behind aging, often poor, older adults who tend to be the ones calling 911 with heart attacks, strokes, and other health emergencies. That leaves few people available and willing to volunteer as emergency medical providers.

► p.19

### In Wisconsin:

- Percentage of the State Population Residing in Cities and Villages: 70%
- Number of Municipalities with Populations Below 2,500: 378
- Number of Municipalities with Populations Above 2,500: 221

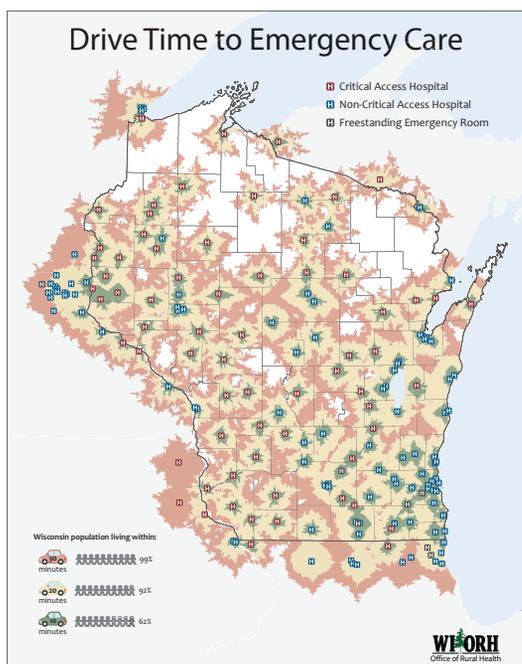
## Becoming an EMT

EMS volunteer work requires between 72 and 2,000 hours of initial training that can cost up to thousands of dollars. In Wisconsin, for example, emergency medical responders need 50 to 60 hours of training to learn how to drive an ambulance and assist with basic CPR and first aid. Those classes can cost at least \$600, which must be shouldered by the unpaid volunteer.

Training commitment hours and costs rise steadily as the volunteers become more skilled, climbing the ranks from basic EMT to Paramedic. And every three years, volunteers need continuing education. An emergency medical responder, or EMR requires 16 hours of additional training and EMTs need at least 40 hours.

In many shrinking rural communities, EMS agencies are barely hanging on because the volunteers say, if I don't continue to do this, who will? When one EMS agency closes, even temporarily, it puts a tremendous strain on surrounding services that must travel farther to help those in need. In many parts of Wisconsin transport times to patients can be up to 30 minutes.

Fewer rural hospitals mean ambulances need to travel even farther distances, often in rough terrain or on unmarked roads and in difficult weather, transporting an older, sicker, poorer population that is more likely to rely on EMS.



Map courtesy of Wisconsin Office of Rural Health. September 2017

Most EMS programs get paid by each emergency call they go on, through reimbursements from Medicare, Medicaid, or private payers. Longer drives mean fewer calls, and consequently,

less money. EMS services are required by statute to respond to calls 24/7/365 regardless of a patient's ability to pay.

Wisconsin's Medicaid reimbursement rate has not been increased in 12 years. While speaking with legislators this session on why EMS did not receive an increase again this year despite most other healthcare providers receiving additional funding, a number of them were frighteningly candid. The standard response was, "EMS doesn't have any horror stories, you just keep showing up."

Mixed in with those patients who have private insurance, or the financial means to pay an ambulance bill, are a fair amount of underinsured or uninsured patients. Very often, EMS funding cannot cover the cost of having a working ambulance and crew on standby, waiting for an emergency call. Some calls end up with no patient to bill. The call could be canceled, the person may refuse to go to the hospital, or the patient may die before going to the hospital.

## EMS' Unusual Beginning

In the 1950s, funeral homes provided many of the country's ambulance services because they had hearses that could accommodate a person who needed to lie down. As the U.S. highway system modernized and flourished, motor vehicle fatalities increased. By 1962, tens of thousands of people were dying in car accidents. Four years later, the National Academy of Sciences published a landmark report, called "Accidental Death and Disability: The Neglected Disease of Modern Society."

It laid the groundwork for a system of prehospital medical care by spotlighting unnecessary deaths and disability from accidental injuries and motor vehicle accidents. Lives could be saved if injured drivers and their passengers could get to a hospital quickly. All ambulance services really began with the concept: how do we get somebody off the highway from a motor vehicle crash and get them to a hospital?

But in 1960, few states had developed standardized courses for emergency rescuers, and few EMS personnel had even minimal first aid training. The system evolved to transport people who have had other medical emergencies, such as heart attacks and strokes. As a result, EMS fell under the National Highway Traffic Safety Administration, not the Department of Health and Human Services.

EMS grew up overnight. In rural Wisconsin if you wanted an ambulance service, you got two or three of your friends together and went out and got a truck. As emergency medicine technology evolved, so did the providers. Over time, they became advanced EMTs, and agencies were able to purchase real ambulances.

## Recruitment and Retention

Recruitment and Retention are buzzwords for EMS. In 2016, the Wisconsin Legislature convened the “Legislative Council Study Committee on Volunteer Firefighter and Emergency Medical Technician Shortages.” <https://docs.legis.wisconsin.gov/misc/lc/study/2016/1498>

There are no benefits that come with being a volunteer other than the satisfaction of helping neighbors in need. Most of the EMS providers in Wisconsin are either grossly undercompensated or receive no pay whatsoever. Up to 80% of emergency medical services are provided by people for whom it isn't their full-time job. Some communities try to offset the compensation gap by offering volunteers small stipends and length of service awards. Like pensions, but under the current tax code, contributions from an employer for retirement plans cannot be higher than compensation. That is a problem if your compensation is zero.

A system that relies exclusively on the goodwill of people to provide prehospital medical care is unsustainable. EMS agencies need money to recruit and retain qualified workers, and for upkeep of the equipment. With insufficient funding, they are closing their doors, and the trend is accelerating. For the first time, I received a few calls from legislators this session with the same frightening question: “I received a call from a constituent this week who had called 9-1-1 and no one came. What are we going to do?”

Solutions to a broken rural health care system require sensitivity because communities have deep emotional ties to their volunteer EMS workers. The idea of folding, consolidating, or contracting ambulance services from other communities is regularly met with resistance because the services do not feel hometown. Rural EMS services find recruitment tremendously difficult.

The silent crisis of how fragile our prehospital service is held together is getting louder and more dire.

### About the Author:

Marc Cohen is the Executive Director of the Wisconsin EMS Association (WEMSA). He leads the largest State EMS Association in the country. The mission of WEMSA is to serve those who serve others. In doing so, they represent and support the views and interests of their membership by working together as the Voice for EMS to promote education, share information, and facilitate legislative action. Contact Marc at [marc@wisconsinems.com](mailto:marc@wisconsinems.com) or 414-431-8193.

## #NotTheWayWeveAlwaysDoneIt: Greenfield's Case Manager



Jon Cohn, Fire Chief/Emergency Management Director, City of Greenfield

As City of Greenfield Fire-Rescue Chief, I am really proud of our city, elected officials, and our organization, as you will likely not see this sign on any other door of a fire department in the state. Greenfield

Fire-Rescue proudly has a case manager, Maggie Sutton, who also works closely with the Greenfield Police and the Greenfield Health Department. Our case manager receives referrals from fire/EMS, law enforcement, and health on living conditions, mental wellness, alcohol/drugs issues, and other concerns. Outreach is initiated, assistance is offered, and resources are connected.

How did we make this possible? In November 2018, a Public Safety referendum was adopted by Greenfield voters. The referendum included “two fire department members.” Upon passage we worked on the specifics including job description (of which there was not much to go on). We had over 70 applicants and interviewed 12. Interviews included evaluators from fire/EMS, law enforcement, public health, and HR. Maggie started in August 2019.

Here is a recent case example: The fire department responded and transported a patient for a possible mental health emergency. A referral for the patient was also forwarded to Maggie by the police department for a mental health follow-up.

A couple days after receiving the referral, Maggie conducted an unannounced home visit to residence. The patient was shocked that the fire and police department had a case manager on staff and that they cared enough to request the follow-up. The patient found comfort and ease talking to Maggie, who was less authoritative than an officer. Within minutes the patient informed Maggie that she had been struggling with an addiction to Percocet, which was the cause of the 911 case. That day, Maggie referred the patient to a nearby treatment center and offered to accompany the patient to her first visit. Since then, the patient has remained sober, continues her substance use treatment, and has since engaged in mental health treatment.

Bringing a case manager aboard was more than change; it was a conceptual change of traditional services. While the results do not have lights and sirens, they have been nothing short of pretty remarkable on multiple levels. Change is hard or everyone would be doing it; but it is the difference between mission and vision. Contact Jon at [jon.cohn@gffd.us](mailto:jon.cohn@gffd.us)

## DID YOU KNOW?



# Absentee Ballot Use in Spring Election



According to a report the Wisconsin Elections Commission released in May 2020:

- Nearly 74% of all voters in the 2020 spring election cast their ballot by either in-person or mail-in absentee.
- No other spring election in the last five years saw absentee ballots reach even 13% of the total vote.
- 27.3% of voters cast absentee ballots in the 2016 November election, and fall 2018 saw 21.7% of votes cast via absentee.
- Of the 1.3 million absentee ballots cast last spring, clerks rejected 1.8% of them for either arriving after the April 13 deadline or for other, unspecified reasons.
- The April 7 election marked the second-lowest rejection percentage for a spring election in the last five years. Past spring election numbers show a high of 2.5% of absentee ballots rejected in spring 2016 and a low of 1.5% in 2019.
- 9.3% of all absentee ballots for April 7 were never returned. The five-year high was 18.9% in 2017, and the low was 5.4% in 2016.

Read the full report:  
<https://elections.wi.gov/sites/elections.wi.gov/>



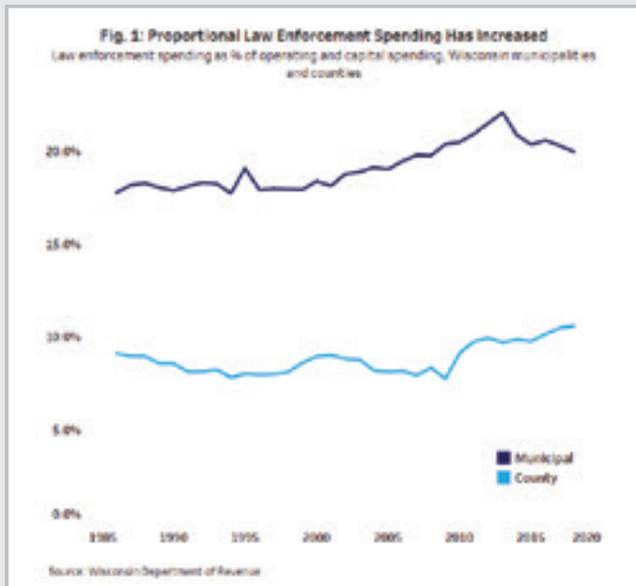
## Police Funding Trends in Wisconsin

State data show that law enforcement has been the biggest expense for Wisconsin municipalities over the last three decades. They spent about \$1.28 billion on law enforcement in 2018, up from \$353 million in 1986, an increase of 262% in raw dollars and nearly 60% after inflation. Police spending comprised 17.8% of total municipal operating and capital spending in 1986 compared to 20% in 2018, having peaked at 22.1% in 2013.

Over the same period of increased police spending, however, police sworn staffing levels in the state's largest cities generally lagged population growth. The state's overall crime rate also fell nearly 55%, although violent crime increased. That does not necessarily imply a cause-and-effect relationship between spending and crime; police also respond to medical emergencies and provide security at public events.

Local officials are preparing their 2021 budgets amid calls to "defund" local police after the death of George Floyd. Given its large share of overall local government costs in Wisconsin, law enforcement spending is sure to face close scrutiny as municipalities also grapple with the fiscal fallout from the COVID-19 pandemic.

*This information is a service of the Wisconsin Policy Forum, the state's leading resource for nonpartisan state and local government research and civic education. Learn more at [wispolicyforum.org](http://wispolicyforum.org)*



# Wisconsin Policy Forum Seeks Nominees to Honor Excellence in Local Government, COVID-19 Response

Are you a local government leader who wants to see recognition given to innovative efforts by those in your field - either in their typical duties or in responding to the current COVID-19 crisis?

The Wisconsin Policy Forum, the state's leading independent, nonpartisan public policy research group, wants to hear from you.

We're seeking nominees for our 28th annual Salute to Local Government Awards for local governments, school districts, and their employees. This event celebrates the benefits that public-sector innovation and excellence bring to taxpayers and to communities throughout Wisconsin.

Due to the pandemic, this event, typically held during the summer, has been postponed to a TBD date in the fall - at which time it likely will be held in a virtual format. The later date means the deadline for submitting nominations is now August 31.

We also have added two new award categories in recognition of the extraordinary demands being placed on local governments at this time - and of the extraordinary effort by many public servants to rise to the occasion.

The first new category is the "Effective response to COVID-19 challenge," awarded to a government, school district, or governmental unit that implemented an innovative and effective response to a service or fiscal challenge created by the pandemic or its economic or fiscal consequences. The second category is "Individual Excellence Under Pressure," awarded to a nonelected employee of a local government or school district who stood out

in his or her work to respond to a pandemic-created challenge by exhibiting superior creativity, leadership, diligence, and/or problem-solving skills, and by producing meaningful benefits to citizens and the community at large.

*Other award categories are:*

- **Innovative Approach to Problem Solving**, to a government, school district, or governmental unit;
- **Innovative Use of Data or Technology**, to a government, school district, or governmental unit;
- **Intergovernmental Cooperation**, to a cooperative effort among two or more governments;
- **Public-Private Cooperation**, to a partnership between one or more public and private sector entities;
- **Norman N. Gill Award**, to a nonelected official in local government or a school district who demonstrates individual excellence;
- **Jean B. Tyler Leader of the Future Award**, to a nonelected official in local government or a school district, age 40 or younger, who demonstrates individual excellence.

Visit [wispolicyforum.org/events](http://wispolicyforum.org/events) to learn more about this event or to submit award nominations.

**The League is a proud sponsor of the Salute to Local Government Awards.**

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# Oversight of Municipal Police Departments in Wisconsin

Claire Silverman, Legal Counsel, League of Wisconsin Municipalities



Calls for reform of policing in the United States have gained serious momentum following multiple high-profile incidents where police use of force has resulted in deaths of people of color for what often appear to be relatively minor offenses. Police departments in the United States are largely created and managed by local governments. Although many local governments have historically given police departments wide discretion in how to carry out public safety responsibilities, local leaders are facing increasing pressure to scrutinize police department operations.<sup>1</sup> Municipal leaders are being asked to reassess the effectiveness of traditional policing, assume responsibility for use of force policies, increase department accountability, provide civilian oversight of departments, and provide direction regarding departmental priorities and strategies. These issues are not new but have been brought to the forefront of public concern by recent tragic incidents, and the ensuing nationwide protests and calls for change.

To assess ability to engage in reforms, municipal officials must understand how Wisconsin police departments fit within a municipality's organizational structure. This legal comment provides a brief overview of the statutes governing police departments in Wisconsin. These statutes are not detailed but do provide insight into the authority Wisconsin municipal officials have to manage municipal police departments.

Various persons or bodies share responsibility and authority for oversight of Wisconsin police departments: The chief executive (mayor or manager or

village board); the police chief; the police and fire commission if statutorily required or, if not statutorily required, something that approximates the police and fire commission for disciplinary purposes; and the governing body (common council or village board). It's helpful to examine the statutes governing each in turn.

## Chief Executive Officer

In Wisconsin cities, the mayor is the chief executive officer and is tasked with taking care that city ordinances and state laws are observed and enforced and that all city officers and employees discharge their duties.<sup>2</sup> By statute, the mayor is designated the head of the police department in all cities except those where electors have given the police and fire commission (discussed below) optional powers through a referendum under sec. 62.13(6). Where there is no board of police and fire commissioners, the mayor shall appoint all police officers, and the mayor may, in any city, appoint security personnel to serve without pay, and in case of riot or other emergency, appoint as many special police officers as may be necessary.<sup>3</sup>

In cities and villages operating under the manager form of government,<sup>4</sup> the manager is the chief executive officer and head of administration and possesses and exercises all the executive and general administrative powers imposed and conferred by general law or special charter upon the mayor and common council.<sup>5</sup> Although § 64.11(3) empowers the manager to appoint all department heads, all subordinate officials, and all employees and to remove such appointees

at any time their services or the conduct of their offices becomes unsatisfactory to the manager, 64.11(3) is not construed to deprive a police and fire commission or the police chief of all the powers conferred by § 62.13.

In villages, there is no chief executive officer. Authority is shared by the village board.

## Police Chief<sup>6</sup>

In cities with a police and fire commission (PFC),<sup>7</sup> the police chief is appointed by the PFC and holds office during "good behavior," subject to suspension or termination by the PFC for cause.<sup>8</sup> The police chief has command of the police force, *under the direction of the mayor*<sup>9</sup> and "shall obey all lawful written orders of the mayor or common council<sup>10</sup>...." Each person in charge of a law enforcement agency must "prepare in writing and make available for public scrutiny" a policy or standard regulating law enforcement officers' use of force in performing their duties as well as a specific procedure for processing and resolving complaints regarding the conduct of a law enforcement officer employed by the agency.<sup>11</sup>

## Common Council and Village Board

In Wisconsin, the legislature has granted municipal governing bodies broad home rule authority giving common councils and village boards, except as elsewhere in the statutes specifically provided, control over, among other things, municipal finances and the power to act for the government and good order of the municipality, for its commercial benefit,

and for the health, safety, and welfare of the public.<sup>12</sup> Municipalities also have constitutional home rule authority which empowers them to enact charter ordinances determining “local affairs and government,” subject to uniform laws enacted by the state legislature.

While municipal governing bodies have great latitude to shape and guide police departments and set priorities through legislation and funding, their authority is also limited in important ways. Most notably, governing bodies cannot exercise powers reserved to the police and fire commission.

## Police and Fire Commission (PFC)

More than a century ago, the Wisconsin legislature enacted the statute providing for the use of PFCs<sup>13</sup> in Wisconsin. The legislature’s primary purpose in creating PFCs was to “remove the administration of fire and police departments from city politics and to place it in the hands of impartial and nonpolitical citizen boards.”<sup>14</sup> Before PFCs were created, appointments to departments were often a form of political patronage. In requiring PFCs, the legislature intended to have the test of fitness for those serving in police and fire departments be the ability to serve the municipality rather than the ability to advance the political interests of the administration in power.<sup>15</sup>

As a body designed to professionalize police departments and insulate them from politics, the PFC plays a unique role. It is essentially a civil service body with exclusive jurisdiction over hiring,

promotions, and discipline<sup>16</sup> of police officers, firefighters, and department chiefs. Whether a municipality is required to have a PFC depends on a population threshold. Municipalities coming within the threshold cannot vary from the statutory provisions. This is because the statutes governing PFCs in cities and villages are to be construed as “an enactment of statewide concern for the purpose of providing a uniform regulation of police, fire, and combined protective services departments.”<sup>17</sup>

Importantly, municipalities that are not statutorily required to have a PFC cannot discipline<sup>18</sup> a police chief or law enforcement officer without first setting up an impartial committee or appointing an impartial person to act in place of a PFC.<sup>19</sup> Any persons so appointed cannot be elected or appointed officials or municipal employees.<sup>20</sup>

Some PFCs have additional authority referred to as “optional” powers.<sup>21</sup> Such powers can only be granted by electors at referendum. Once granted, they can only be revoked by electors at a subsequent referendum. Optional powers give the PFC the following additional powers:

1. To organize and supervise the police department and prescribe rules and regulations for the department’s control and management.
2. To contract for and purchase all necessary apparatus and supplies for the use of the department, exclusive of the erection and control of the police station.

3. To audit all department bills, claims and expenses before they are paid by the municipal treasurer.

## How Do the Various Parts Go Together?

Because various persons or bodies share responsibility and authority for oversight of Wisconsin police departments, there may at times be disagreement regarding who ultimately has authority with respect to a particular matter.

Generally speaking, the governing body has wide latitude to enact legislation governing the police department and to exercise budgetary control over the department but should be cautious in legislating on technical matters where law enforcement has special expertise or training without understanding the effect of any laws on the department. Additionally, some matters may be beyond the purview of the governing body or subject to special procedures.<sup>22</sup>

The mayor or manager, as chief executive officer, is the head of the police department in cities unless the PFC has been granted optional powers by the electors, and is responsible for ensuring that city ordinances and state laws are observed and enforced and that all city officers and employees discharge their duties. The police chief is head of the department, under the direction of the mayor or manager or village board and must obey lawful written orders from the chief executive or the governing body.

Where a PFC is mandated by population, the governing body cannot

► p.25



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exercise powers reserved to the PFC relating to hiring, promotion, and discipline of the chief and officers. Even in municipalities without a PFC, the governing body cannot handle

disciplinary matters of police officers or the chief without putting in place an impartial committee or person to function in place of a PFC.

With an understanding of the basics, municipalities can better ensure that municipal police departments effectively serve the community.

**Police 314**

1. See *Madison Police Department Policy and Procedure Review*, OIR Group, Report to the City of Madison and the Madison Police Department Policy and Procedure Review Ad Hoc Committee (Dec. 2017) at pp. 1-2.
2. Wis. Stat. § 62.09(8)(a).
3. Wis. Stat. § 62.09(8)(d).
4. See Wis. Stat. Ch. 64 and 64.15
5. Wis. Stat. §§ 64.11 and 64.15.
6. The same statutory provisions that apply to a police chief apply to the chief of a combined protective services department. For the sake of simplicity, the article refers to police chief.
7. Although 62.13 often refers to police and fire commissions as the "board of police and fire commissioners" or "board," this article refers to the body as a PFC or commission to avoid possible confusion with village boards. The reference to PFC or commission, generally, is intended here to include bodies that deal with only a single department (i.e., police commissions).
8. Wis. Stat. §62.13(3).
9. Wis. Stat. § 62.09(13)(a).
10. Because "lawful order" is not statutorily defined, a court would likely define "lawful" by its common dictionary definition of "allowed by the law or not prohibited by the law." Case law doesn't provide direct guidance as to what the parameters of lawful orders might be in this context, but the issue was peripherally discussed in *Busche v. Burke*, 649 F.2d 509, 518 (7th Cir. 1981). In *Busche*, the mayor twice ordered the police chief to deliver a termination letter to an indicted officer despite the chief's explanation that it was unlawful to terminate the officer without providing pre-termination due process. Although the mayor's order was in fact unlawful, the chief believed department regulations required him to obey the mayor's order after stating his objections. In a peripheral discussion involving agency, the court noted that the mayor was the head of the police department and his order requiring the officer's termination was not outside the range of "normal personnel actions that an executive officer is, in general, empowered to undertake or initiate ...." As examples that would be outside the range, the court used the examples of the mayor ordering corporal punishment or imprisonment.
11. Wis. Stat. § 66.0511.
12. Wis. Stat. §§ 61.34 and 62.11(5).
13. See fn 7.
14. *Conway v. Bd. of Police and Fire Comm'rs of City of Madison*, 262 Wis. 2d 1, 20, 662 N.W.2d 335 (2003), citing *State ex. rel. Pieritz v. Hartwig*, 201 Wis. 450, 230 N.W. 42 (1930).
15. *State ex. rel. Pieritz v. Hartwig*, 201 Wis. 450, 230 N.W. 42 (1930).
16. The term "discipline," as it is used under Wis. Stat. §§ 62.13(5)(em) and 61.65(3g)(d)2, refers to the suspension, reduction in rank, suspension and reduction in rank, or termination of a firefighter or police officer or the department chief.
17. Wis. Stat. §§ 62.13(12), 61.65(5).
18. See fn. 3.
19. See Wis. Stat. §§ 61.65(1)(am) and 62.13(6m). This prohibition does not apply if the officer's status is probationary or if the officer is covered by a valid and enforceable contract of employment or collective bargaining agreement providing for a fair review prior to discipline.
20. *Id.*
21. Wis. Stat. § 62.13(6).
22. For example, state standards for law enforcement officers, state statutes governing rights of law enforcement officers, or matters that are subject to an existing collective bargaining agreement or subject to mandatory bargaining under Wis. Stat. 111.70 the Municipal Employment Relations Act.




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## Remedial Measures

Effective remedial measures will stop the bullying or harassment and improve the work environment. Further, an employer who takes prompt and effective action to address and further prevent bad behavior may have a defense to a claim of unlawful harassment under state and federal anti-discrimination laws.<sup>10</sup>

In determining what remedial measures to take, the question is whether the inappropriate behavior can be corrected and whether the remedial measures will stop the behavior from reoccurring. Perpetrators should agree, in writing, to the behavioral expectations moving forward and to cooperate with any help that will be provided, such as coaching, counseling, referral to an employee assistance program, or a performance improvement plan.

A refusal to agree, or any sign that the perpetrator has no intention of changing, will most likely necessitate termination of employment. Perpetrators who show no remorse, or who continue to blame the complainant and others, often cannot change the offensive behavior.

## Prevention

Prevention requires a commitment from officials to a zero-tolerance approach for bullying and harassment. A number of preventive measures are available to support the organization's efforts to be free of such behavior.

### *Implement meaningful policies.*

When officials are truly committed to development of a respectful workplace culture, they will have policies that adopt values around respect, civility, and professionalism. These policies must outline expectations of acceptable behavior and prohibited conduct, provide an effective complaint mechanism, and include processes for investigations, coaching, counseling, discipline, detection, and risk management.

### *Monitor the work environment.*

Workplace leaders who pay attention to the work environment and encourage staff to come forward when inappropriate behavior is occurring will find they are able to significantly reduce or eliminate bad behavior.

**Train managers.** Managers and supervisors who have moved up through the ranks and have never received leadership training often struggle with managing and monitoring their work environment. They also can be the perpetrators of bullying and harassing behavior. They must be trained in anti-harassment and anti-bullying, how to monitor for and address bad behavior in their departments, and how to have difficult conversations and manage staff conflicts.

**Train staff.** All staff should be trained in anti-bullying/harassment/discrimination, diversity and inclusion, managing biases, avoiding risk behaviors, and bystander awareness.

**Accountability.** Accountability is key to elimination and prevention. Conduct that is not tolerated will be reduced or eliminated because staff knows it will be swiftly and severely dealt with. On the other hand, espousing a desire for a respectful work culture while tolerating disrespectful and hurtful behavior will destroy trust and relationships at work.<sup>11</sup>

## Conclusion

Bullying and unlawful harassment create toxic work cultures. Employers who ignore or tolerate these behaviors do so at their peril and expense in the loss of key employees, turnover, retraining, insurance, and litigation costs. Using trained investigators skilled at workplace investigations is necessary to identify and eradicate bullying and unlawful harassment. Prevention of these behaviors starts at the top, and multiple measures should be used to assess potential risks and head off inappropriate behavior before it creates a toxic workplace and legal liability.

*Reprinted with permission from the May 2020 Wisconsin Lawyer, the official publication of the State Bar of Wisconsin. The article has been modified since its original publication in the Wisconsin Lawyer.*

## Employees 364

1. Workplace Bullying Institute, *U.S. Workplace Bullying Survey* (2017); Hiscox, *Workplace Harassment Study* (2018).

2. As the Society for Human Resource Management (SHRM) found in a recent study, almost 20 percent of workers in the last five years have resigned due to toxic work cultures, and the associated costs to U.S. employers exceeded \$200 billion. SHRM, *The High Cost of a Toxic Workplace Culture: How Culture Impacts the Workforce—and the Bottom Line* (2019).

3. Workplace Bullying Institute, *The WBI Definition of Workplace Bullying* (last visited April 12, 2020).

4. *Robinson v. Perales*, 894 F.3d 818, 828 (7th Cir. 2018); U.S. EEOC, *Harassment* (last visited April 12, 2020).

5. Wisconsin Fair Employment Act, Wis. Stat. §§ 111.31-395.

6. Wis. Stat. Chapter 102.

7. Wis. Stat. § 102.03(2).

8. *Jenson v. Employers Mut. Cas. Co.*, 161 Wis. 2d 253, 468 N.W. 2d 1 (1991) (concluding that complained-of conduct did not constitute an "assault intended to cause bodily harm," which is an exception to WCA exclusivity provisions).

9. *Cerros v. Steel Tech. Inc.*, 398 F.3d 944, 954 (7th Cir. 2005).

10. *Swyer v. Fare Foods Corporation*, 911 F.3d 874 (7th Cir. 2018).

11. Judy Foley, *Retaliation at the Highest Level*, p.1 Navigate Transformation 2019.



FOR THE GOOD OF THE ORDER

# Privileged Motions

Karen Moore, Local Government Center, UW-Madison

This month, we discuss a unique set of motions called “Privileged Motions.” These motions do not relate to the Main Motion. Instead, each relates to the governmental body or a body member’s rights (privilege). There are five privileged motions, which we note in the order of precedence: Fix a Time in Which to Adjourn; Adjourn; Recess; Raise a Question of Privilege, and Call for the Orders of the Day.<sup>1</sup> What makes privileged motions unique is that none are debatable, and each must be dealt with immediately (within their precedence order), regardless of any pending business before the governing body.

Taken in the precedence order, as noted in Robert’s Rules, the first of these is “Call for the Orders of the Day” (§18), which is a formal way to say, “please stick to the agenda.”<sup>2</sup> This type of privileged motion does not require a second and cannot be debated or amended. The chair would then return to the correct agenda item.

Second, “Raise a Question of Privilege” (§19), is not in itself a motion.<sup>3</sup> This “Question” is appropriate when there is either some immediate interference with the effective conduct of the meeting or some impending danger to the body or its mission (e.g., confidential topics on an open agenda).<sup>4</sup> The chair rules on the Question, as it does not require a second and is not debatable or amendable. Objections to the chair’s ruling are the same as with a “Point of Order.”

Third, a member may move to “Recess” (§20) for a specified length of time.<sup>5</sup> One should use this motion to allow a member of the assembly to take a short break, (e.g., use the restroom). Sometimes, this motion is used to help cool down a heated debate and restore decorum. This motion requires a second, is debatable and amendable, and requires a majority vote to pass.

Fourth, a member may move to “Adjourn” (§21).<sup>6</sup> A privileged adjournment motion may be made even when other business is pending, but not to interrupt a speaker. It must then be seconded and receive a majority vote.<sup>7</sup> *It should only pass if the assembly has already set – or agrees to then set – the time for the next meeting before adjourning.*

The fifth type of privileged motion is one to “Fix the Time to Which to Adjourn” (§22).<sup>8</sup> This motion is useful when the assembly desires to set the date and time for another meeting. One may make this motion even while another issue is pending unless it would be meaningless, such as a subsequent meeting is already scheduled. Also, it can be amended as to date and time, any time before a vote. Once passed, it may be reconsidered.<sup>9</sup>

Consider a meeting where members have returned from months of social distancing to a long agenda with many unresolved matters and a building that was closed for months. Everyone is feeling the August heat, particularly while wearing the requisite masks. Ten minutes into the meeting, a member raises a *Question of*

*Privilege* that the air conditioner is not cooling, which the chair acknowledges. Someone then moves for a brief *Recess* to open the windows, which is seconded and passes. The windows are now open and the meeting resumes. However, the chair launches into the second agenda item before the first item is complete. A member then *Calls for the Order of the Day*, and the chair recognizes the mistake and returns to the first item.

Halfway through item three, during the Health and Safety committee chair’s report, a member raises a *Question of Personal Privilege* regarding the prior month’s minutes he is just now reading; he attended July’s Zoom meeting by phone but isn’t listed. The chair correctly refuses to acknowledge the Question, since another member is speaking, but notes the member may raise this Question again once the floor is available.

Forty-five minutes later and still on item three, it starts raining. A member moves to Recess to close windows, but another immediately moves to *Adjourn*, with the latter motion promptly seconded. Before the “adjourn” vote, a third member moves to *Fix a Time in Which to Adjourn*, suggesting a date and time. Someone then amends the motion asking for a different time, which is seconded. The Chair calls a vote on the amendment. It passes, and then the Chair calls for a vote on the amended motion with the date and new time. The *Fix* motion passes resoundingly. The Chair then declares the meeting adjourned until the set date.

1. RONR (11th ed.), Chapter VII, pp. 219-246.

2. RONR (11th ed.), pp. 219-24. Compliance with the previously noticed agenda is especially critical in public meetings, which are subject to open meeting notice requirements.

3. See RONR (11th ed.), pp. 224-30.

4. Other interference examples would be tornado warnings or technology problems arising in virtual meetings.

5. RONR (11th ed.), pp. 230-33.

6. RONR (11th ed.), pp. 233-42.

7. It cannot be debated or amended.

8. RONR (11th ed.), pp. 242-46.

9. As with other privileged motions, it takes precedence over all other motions. It can even be made while a “Motion to Adjourn” is pending and cannot be debated.



Did you know? The published Legal FAQs are taken directly from the extensive library of resources on the League’s website. Have a question? Try the search function on the website and get an answer. <http://www.lwm-info.org>

**Employees FAQ 12 – Correction\***

**What restrictions govern the employment of minors?**

Municipal employers that hire minors must be aware of restrictions governing child labor. Restrictions govern the age a minor must be to work, the specific hours and number of hours minors can work, and the kind of work that minors can be asked to perform. With limited exceptions, before a minor **under 16 years old** is permitted to work, the employer must have a work permit on file. If a minor pays the work permit fee to the permit office, the employer must reimburse the minor for that expense no later than the first paycheck. Wis. Admin. Code DWD 270.05(1) and (3)(e).

Minors must be at least 14 years old to be employed in most jobs. However, minors who are at least

12 years old may work in agriculture, street trades jobs such as delivering newspapers, school lunch programs, and as football sideline officials, ball monitors, and golf caddies. Statutes and administrative regulations regulate the hours that minors can work and the total number of hours that minors can work in a given week. These hours vary depending on whether school is in session. To a large extent, with the exception of employment relating to school programs, minors may not be employed or permitted to work during hours that they are required to attend school unless the minor has completed high school. Wis. Stat. § 103.67(1), and Wis. Admin. Code DWD 270.11.

Certain types of employment are deemed too hazardous for minors. See Wis. Admin. Code DWD 270.12. For example, minors under the age of 16 are prohibited from operating power-driven machinery including lawn and garden equipment and sidewalk-type snow blowers. Minors 16 and 17 years of age may be employed as lifeguards and swimming instructors and aides if they have successfully completed a bona fide life-saving course.

For further information about child labor, contact the Wisconsin Department of Workforce Development’s Equal Rights Division

or visit the website at <https://dwd.wisconsin.gov/er/laborstandards/workpermit/lawguide.htm> (rev. 7/20)

*\*This FAQ was featured in last month’s issue (July 2020) and incorrectly stated that all individuals under the age of 18 must obtain a work permit. Additionally, in response to the COVID-19 pandemic, Governor Evers issued Emergency Order #13 temporarily modifying the work permit requirements for minors.*

**Intoxicating Liquors FAQ 11**

**May the same person hold a “Class A” liquor license and a Class “B” beer or “Class B” liquor license for the same premises?**

No, unless the licenses are granted to a hotel. A person may not obtain both a “Class A” liquor and a Class “B” beer, “Class B” liquor or “Class C” wine license for the same or connecting premises unless the operation qualifies as a hotel. Except for hotels, if either type of license or permit is issued for the same or connecting premises already covered by the other type of license or permit, the license or permit last issued is void. If both licenses or permits are issued simultaneously, both are void. See Wis. Stat. §§ 125.51(8); 125.02(7). (rev. 6/20)

**Legal Captions**

**Employees 364**

HR Matters column article, by Attorney Lisa Bergersen, offering practical solutions to address workplace bullying and harassment. The article discusses the difference between bullying and harassment, behavior that is unlawful under the Wisconsin Fair Employment Act and the Workers’ Compensation Act, and remedial and preventive measures employers can take.

**Police 314**

Provides overview of statutes governing responsibility and authority for oversight of Wisconsin municipal police departments including role of mayor or manager as chief executive officer, the police chief, the governing body, and the police and fire commission.

## 2020 League Workshops, Institutes, and Conferences

EVENT	DATES	LOCATION	REGISTRATION FEE
Chief Executives Workshop	August 25-27	Webinar	\$50 Member
Municipal Attorneys Institute	September 2-3	Webinar	\$125 Member \$150 Non-Member
Avoiding Common Mistakes	September 10	Webinar	\$0 LWMMI Insured \$50 all others
Local Government 101	September 11	Webinar	\$70 Member
Municipal Assessors Institute	September 15-17	Webinar	\$125 Member \$150 Non-Member
Plumbing Inspectors Institute	<i>Plumbing Inspectors Institute is Canceled for 2020 - See You Next Year!</i>		
Annual Conference and Engineering & Public Works Institute	<b>The League's 122nd Annual Conference will be a series of In-Person Regional and Virtual Events. October 6-8 &amp; 13-15. Check our website for details!</b>		

EVENT	DATES	LOCATION	REGISTRATION FEE
Police & Fire Commission Workshop	November 13	Wisconsin Dells	\$130 Member \$155 Non-Member

### CHECK WEBSITE FOR UPDATES

We are continuously monitoring the COVID-19 pandemic and may adjust in-person events accordingly. See our website for the most up-to-date information. [www.lwm-info.org](http://www.lwm-info.org)



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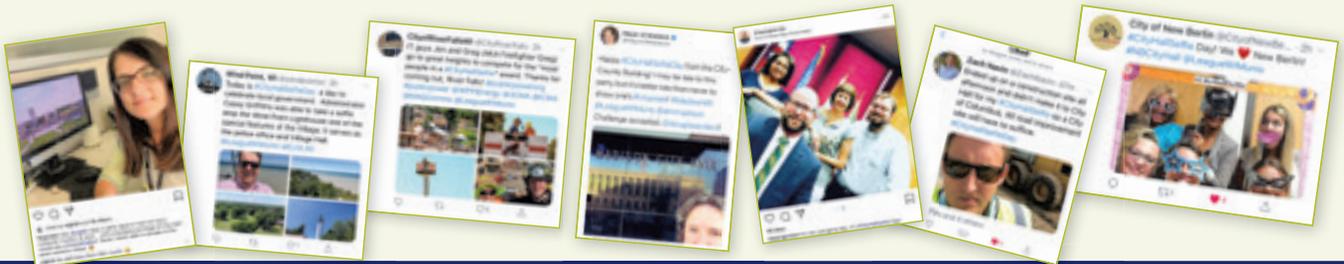
## ELGL #CityHallSelfie Day is August 14! And yes, Villages can participate too!

Come on Wisconsin cities and villages! This is your chance to showcase your local gov love. Participation is easy:

1. Take a picture of yourself and your crew in front of your local government building - any municipal building works!
2. Post the picture on social media with the #CityHallSelfie. *On Twitter, tag @LeagueWIMunis in your post and the League will retweet you, take a screenshot of your tweet, and post it to Facebook. Tag us on Facebook and we'll share your post to the League's page.*

The Engaging Local Government Leaders (ELGL) will have trophies, recognition, and prizes for the people and organizations that show the most pride and creativity on the big day.

**This day is all about local government pride.** So it doesn't matter if you work for a city or village, town or county – just hop in front of a municipal building, snap a picture, and use the hashtag to share it with the world!



Learn more here: <https://elgl.org/cityhallselfie/>

## In Transition

**Alder Baraboo**-Scott Sloan, Kathleen Thurow; **Boscobel**-Brian Kendall; **Columbus**-Peter Adams; **Fountain City**-James Kafer; **Franklin**-Shari Hanneman; **Glenwood City**-Bill Koosmann, Austin Sandow; **Merrill**-Mike Rick, Steve Sabatke, Mark Weix; **Muskego**-John Terrence; **Neillsville**-David Harnisch; **Oconomowoc**-Matt Mulder, Charles Schellpeper, John Zapfel; **Racine**-Jeffrey Peterson, Edwin Santiago, Marcus West

**City Administrator Baraboo**-Kennie Downing; **Port Washington**-Anthony Brown

**City Clerk Cedarburg**-Tracie Sette

**City Clerk-Treasurer Eagle River**-Debra Brown

**Deputy Clerk Treasurer Hales Corners**-Rachel Pocquette

**Dir. Public Works-Street Supt. Union Grove**-Rick Piette

**Fire Chief Johnson Creek**-Mike Stratmon; **Lowell**-John Neu; **Union Grove**-Tim Allen

**Mayor Muskego**-Rick Petfalski; **Washburn**-Mary Motiff

**Police Chief Middleton**-Troy Hellenbrand; **Oregon**-Jenny Pagenkopf; **Port Edwards**-Scott Drew

**Street Superintendent Barneveld**-Mike Weier

**Trustee Balsam Lake**-Jamey Flanerty; **Bay City**-Roger Spindler; **Biron**-Patty Gapen; **Bonduel**-Kay Hottenstine, Tim Kelley; **Clinton**-Jason Aarud, Jennifer Loatz; **Downing**-James Luepke; **Fall Creek**-Kellie Corbin, Sheena Kaatz; **Ferryville**-Anna Ebner; **Highland**-Michael Flynn; **Lowell**-George Anetsberger, Jarad Landsee, Aniv Lischka; **Oregon**-David Donovan; **Port Edwards**-John Bingham; **Prentice**-Robert Orlandi; **Somerset**-Julie Lange; **Union Grove**-Adam Graf; **Wycena**-Dave Larson, Mitchell Walsh

**Village Administrator Johnson Creek**-Brad Calder; **Marshall**-Judy Weter

**Village Attorney Barneveld**-Laura Callan; **Lowell**-Nicole Froehle; **Oregon**-Matt Dregne

**Village Clerk Clinton**-Jennifer Ciepley; **Nichols**-Linda Hoes; **Pepin**-Maggie Schruth

**Village Clerk-Treasurer Eagle**-Kelly Jones; **Ferryville**-Bridget Schill

**Village President Centuria**-Stan Swiontek; **Sussex**-Anthony LeDonne

**Have an update?** Please send changes, corrections, or additions to Robin Powers at [rpowers@lwm-info.org](mailto:rpowers@lwm-info.org), fax (608) 267-0645 or mail to the League at 131 West Wilson Street, Suite 505, Madison, WI 53703

## CONGRATULATIONS



**Lowell.** Chester Caine has been selected for the Clarence Bensley Humanitarian Award for over 55 years of dedicated service on the Lowell Village Board. Chester also served on the Dodge County Board of Supervisors for 30 years, three of his six sons serve local government in one capacity or another, and his Great Uncle was one of the original petitioners for village incorporation.

His commitment to the residents and community is highly appreciated. Congratulations Chet!



**Milwaukee.** The Wisconsin Bar Association's 2020 Government Lawyers Division (GLD) Service Award recipient is Grant Langley, who has served more than 35 years as an attorney in the Milwaukee City Attorney's Office.

Beginning with this year, the division is naming its service award in honor of Langley.

"Grant Langley epitomizes what it means to be a government lawyer," said Melanie Rutledge, retired Milwaukee assistant attorney, who nominated Langley for the award. "Grant has for decades selflessly and generously given his time, incredible intelligence, and high ethical standards to the GLD, the State Bar, and as a government lawyer."

The award is presented to an attorney with accomplishments in the legal profession who provides services not only to the government and citizens, but also to other government attorneys. This attorney is someone involved in activities that increase the public's respect for government lawyers while promoting government legal work as a rewarding career choice.

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The Wisconsin City/County Management Association (WCMA) is pleased to announce the new officers serving the association during 2020-2021:

**President:** David DeAngelis - Village Manager, Village of Elm Grove

**President-Elect:** Caitlin Stene - Deputy Administrator/Village Clerk, Village of Waunakee

**Vice-President:** Sharon Eveland - City Administrator, City of Clintonville

**Immediate Past-President:** Kayla Chadwick - Village Administrator/Clerk, Village of Butler

## RETIREMENT

**Fox Lake.** After 39 years of service to the city, Susan Hollnagel retired on June 30. She was appointed as the city clerk in June 1981, by Mayor Wayne Ruenger. Many changes have happened during that time including the construction of a new city hall, TIF districts, radio read water meters, and don't forget elections. We thank her for service and wish her well in her retirement!



**The League's 122nd Annual Conference will be a series of small, in-person regional and virtual events.**

**October 6-8 & 13-15**

As we go to print on July 20, we are busy working out all the details - including locations for the small, in-person events, valuable workshops, drawings for prizes, and a virtual walk/run. (Yes, you read that right.) We will be updating our website soon. [www.lwm-info.org](http://www.lwm-info.org)

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